



**EMPLOYMENT OPPORTUNITY**  
**Fish and Wildlife Biologist 4**  
**\$3819.00 – \$5010.00 Range: 55**

---

**Recruitment 1242-09 Opens: September 22, 2009 Closes: October 9, 2009**

---

### **Job Summary**

The Washington Department of Fish and Wildlife manages multiple species of fish statewide with a mission of sound stewardship. Effective leadership is key to managing the broad based responsibilities of those fisheries, particularly at a time when conservation concerns are growing. The complex environment of the most populous region in Washington State provides an interesting array of issues rich with rational points of view and a continuous supply of interesting challenges that need creativity in seeking resolution. For this position, WDFW needs a motivated self-starter with knowledge of fisheries, budget management and the leadership skills necessary to take on a myriad of challenges.

The District 13 Fish Biologist reports to the Regional Fish Program Manager and is responsible for the management of all fish resources (inland and anadromous) within WDFW District 13, which primarily covers Snohomish County (Snohomish and Stillaguamish watersheds). The District 13 biologist is expected to manage the fish resources in the lakes and streams within the District to ensure healthy and diverse populations while maximizing sport and commercial fishing opportunities. Along with providing technical expertise to implement key WDFW initiatives such as Twenty First Century Salmon and Steelhead or Hatchery Reform, key responsibilities of the position include:

- 1) develop, design, plan and implement salmon and steelhead stock assessment surveys;
- 2) produce escapement estimates and forecast run sizes for stocks of salmon and steelhead;
- 3) collect and analyze angler harvest and effort data from salmon and steelhead fisheries;
- 4) develop salmon and steelhead fishery management plans and regulations;
- 5) communicate and coordinate with tribal Co-managers concerning salmon and steelhead resources; and
- 6) manage the inland lowland lakes and high lakes program.

The District 13 biologist supervises and prioritizes the work activities of permanent and temporary subordinate staff, represents WDFW on various inter-governmental technical committees (i.e. fisheries enhancement, recovery, hatchery reform, etc.), responds to written or phone correspondences, and disseminates salmon and steelhead stock information to internal and external entities (e.g. agency staff, tribal, federal, local jurisdictions, environmental groups, and the general public).

This position contributes to the agency mission by providing maximum recreational fishing opportunities while ensuring the long term conservation of salmon, steelhead, and inland fish resources and by contributing to the recovery of federal ESA listed anadromous stocks. The watershed management plans for steelhead will be a key document setting the stage for recovery of steelhead populations for the foreseeable future. This position is key in creating recreational fishing opportunities to help satisfy the public demand for such activities.

### **Working Conditions**

This position is located in the Fish Program / Fish Management Division. The primary duty station is the headquarters office in Mill Creek. The typical work week is 8-5 Monday through Friday and the District 13 biologist is expected to complete all necessary field and office duties within a 40-hour work week from Monday through Friday. During certain times of the year, the District biologist is expected to work in excess of 40 hours per week, beyond core hours and outside the normal work week. Periodically, the District biologist is expected to travel throughout Washington and to other states for meetings and special projects. There is some field work (estimated 20%) which requires travel to rugged terrain and physically demanding activities, including lifting (e.g. portaging a pontoon boat, carrying a backpack with gear/water), climbing, hiking long distances to remote sites, and walking over large and wet slippery rocks. Field work includes flight, floating, and walking/wading surveys. Good vision is required for activities such as redd surveys.

**This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife and the Washington Association of Fish and Wildlife Professionals (WAFWP), which contains a "union security" provision. As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.**

## Qualifications and Competencies

A Bachelor's degree in fisheries, wildlife management, natural resource science, or environmental science and five years of professional experience in fish management or wildlife research, or habitat management or habitat research is required. A Master's degree in an applicable specialty will substitute for one year of required experience. A Ph.D. in an applicable specialty will substitute for two years of the required experience. Four years as a Fish and Wildlife Biologist 3 will also qualify. Experience designing and conducting research studies and salmonid spawner surveys as well as managing subordinate technical staff is preferred.

The best qualified applicants will demonstrate competencies in the following areas:

Knowledge and understanding of Pacific salmon and steelhead and general principles for managing natural resources, working knowledge of the life history and biological characteristics of Pacific salmonid species and inland fishes as well as a technical understanding of basic fishery management models,

Demonstrated ability to work collaboratively, build and maintain effective relationships with diverse groups, especially in arenas and around issues related to the duties of this position,

Ability to design and conduct field research and surveys, supervise, manage, prioritize and direct the work of others,

Ability to cultivate and nurture a positive team environment to work productively with both supervisors and field staff,

Sufficient understanding of statistics and interpreting statistical information relevant to the work of this position,

Excellent written, oral communication and proficiency in the use of Microsoft Office products.

## How to Apply

This recruitment **will close on October 9, 2009**. However, please note that qualified applicants will be considered as applications are received, and **the position may be filled prior to the above closing date**. Therefore, you are encouraged to **submit your application materials as soon as possible**.

Read the above qualifications and competencies carefully and submit a completed state job application and a detailed resume showing how you meet the qualifications and competencies. Be specific in listing relevant education and training completed and in describing the work experiences and other accomplishments that demonstrate how you meet the competencies. Send your application materials to:

Margaret Gordon, Recruitment Specialist  
Human Resource Office, Department of Fish and Wildlife,  
600 Capitol Way North, Olympia, WA 98501-1091  
Fax (360) 902-2392

Or deliver in person to our Human Resources Office in the Natural Resource Building,  
5<sup>th</sup> Floor, 1111 Washington St. SE, Olympia, WA.

Or by e-mail to: [Margaret.Gordon@dfw.wa.gov](mailto:Margaret.Gordon@dfw.wa.gov)

---

**The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.**